Plan Year 2015 Open Enrollment: Tips for Agents and Brokers

November 10, 2014

Agent and Broker Participation in the Individual and Small Business Health Options Program (SHOP) Marketplace



Session Guidelines

Duration

This is a 90-minute webinar session

Contact





Webinar Agenda

- Session Guidelines
- Webinar Objectives
- Federally-facilitated Marketplace (FFM) Agent and Broker Registration Overview
- Marketplace Online Application Updates
- Federally-facilitated Small Business Health Options Program (FF-SHOP) Updates
- Resources
- Closing Remarks



Webinar Objectives

- Provide an overview of Agent and Broker registration in the FFM
- Discuss recent updates to streamline the Marketplace online application for individuals and families
- Provide an overview FF-SHOP and the new online application and enrollment process for employer and employee coverage beginning in 2015



FFM Agent and Broker Registration Overview



FFM Agent and Broker Registration Overview

- Agents and Brokers must complete certain registration activities initially and annually in order to participate in the FFM
- The Agent and Broker registration process for the FFM is comprised of two parts

Part I

Training and Agreements on the Medicare Learning Network® (MLN)



Creation of an FFM
User Account and Identity Proofing

Website:



Medicare Learning Network®:

https://Marketplace.MedicareLearning NetworkLMS.com



- Create an account on the MLN
- Select the agent/broker role for the desired market
- Complete the training curriculum for the desired market, including the applicable FFM Agreement(s)



CMS Enterprise Portal:

https://portal.cms.gov

- Create an FFM user account
- ▶ Request the agent/broker role
- Complete identity proofing



HTTPS://WWW.REGTAP.INFO

Registration Requirements for Agents and Brokers NEW to the FFM

	Initial FFM Registration Activities				
	Part I			Part II	
Agents and brokers participating in the	Create an Account on MLN	Complete the FFM Training	Execute FFM Agreement(s)	Create an FFM User Account and Complete Identity Proofing on the CMS Enterprise Portal	
 FFM for the individual market and FF-SHOP 	Required	Required: Basics, P&S, IM Recommended: SHOP	Required: GA, P&S IM, P&S SHOP	Required	
 FFM for the individual market 	Required	Required: Basics, P&S, IM	Required: GA, P&S IM	Required	
• FF-SHOP	Required	Recommended: Basics, P&S, SHOP	Required: P&S SHOP	Required	

TRAINING & AGREEMENTS:

P&S Affordable Care Act and Marketplace Basics Course & Exam
Privacy and Security Standards Course & Exam
IM Individual Marketplace Course & Exam
SHOP SHOP Marketplace Course & Exam
GA Agent Broker General Agreement for the FFM Individual Market
P&S IM Agreement Between Agent or Broker and CMS for the FFM Individual
Market



P&S SHOP Agreement Between Agents and Brokers and CMS for the FF-SHOP

Registration Requirements for Agents and Brokers RENEWING with the FFM

	Annual FFM Registration Activities				
	Part I			Part II	
Agents and brokers renewing their participation in the	Login to MLN using existing MLN User ID	Complete the FFM Training	Execute FFM Agreement(s)	Create an FFM User Account and Complete Identity Proofing on the CMS Enterprise Portal	
 FFM for the individual market and FF-SHOP 	Required	Required: Basics, P&S, IM Recommended: SHOP	Required: GA, P&S IM, P&S SHOP	No activity required	
 FFM for the individual market 	Required	Required: Basics, P&S, IM	Required: GA, P&S IM	No activity required	
• FF-SHOP	Required	Recommended: Basics, P&S, SHOP	Required: P&S SHOP	Required (Note: Agents and brokers who did not complete this requirement as part of the registration for the 2014 plan year must do so as part of registration for the 2015 plan year.)	

TRAINING & AGREEMENTS:

Basics Affordable Care Act and Marketplace Basics Course & Exam
P&S Privacy and Security Standards Course & Exam
IM Individual Marketplace Course & Exam
SHOP SHOP Marketplace Course & Exam
GA Agent Broker General Agreement for the FFM Individual Market
P&S IM Agreement Between Agent or Broker and CMS for the FFM Individual
Market
P&S SHOP Agreement Between Agents and Brokers and CMS for the FF-SHOP



Marketplace Online Application Updates





Online Application Updates

- Streamlined version of the online Marketplace application
 - Improved flow
 - More dynamic
 - Fewer screens to navigate
 - Optimized for mobile users
 - Backward navigation
 - Updated look and feel
- Shorter, smoother, simpler user experience
- Available for Marketplace/Side-by-Side Pathway only (not Direct Enrollment pathway)



Consumer Experience

- Improved application process is seamless and transparent to users
 - Consumers are guided through the appropriate version of the application based on consumer answers to a set of screening questions
 - As a user, consumers will not know anything has changed or that there are different possible pathways based on the consumer's specific situation

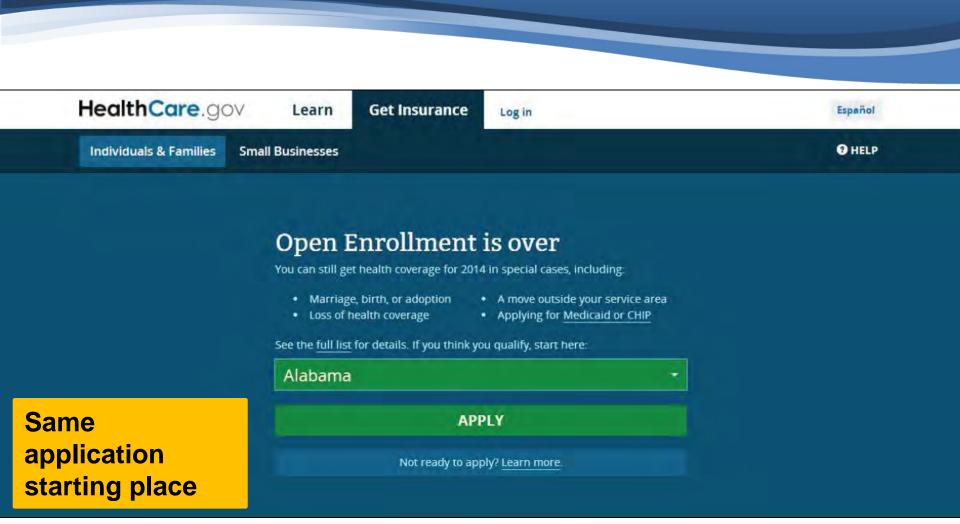


Updated, Streamlined Application Process

- The following slides show an example of the updated, streamlined application process and highlight the differences Agents and Brokers will see:
 - In this example, the consumer is eligible for financial assistance
 - Consumers not eligible, or interested in applying, for financial assistance won't see the income-related screen or questions related to determining eligibility for Medicaid or Children's Health Insurance Program (CHIP)

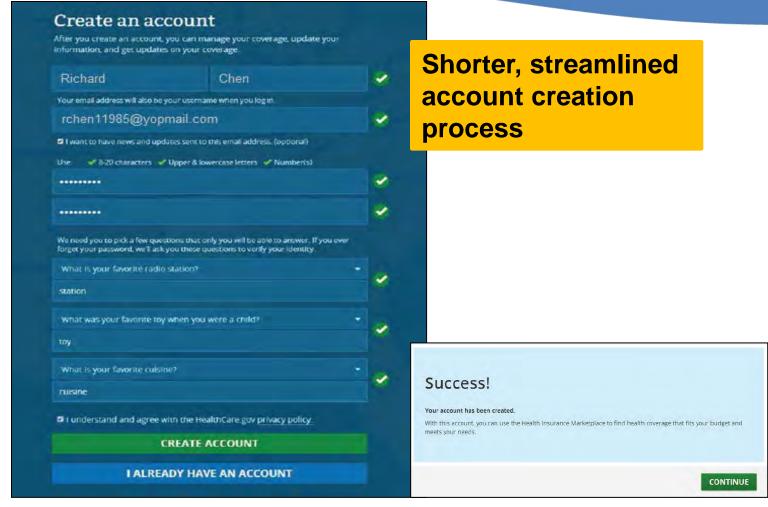


Start Application



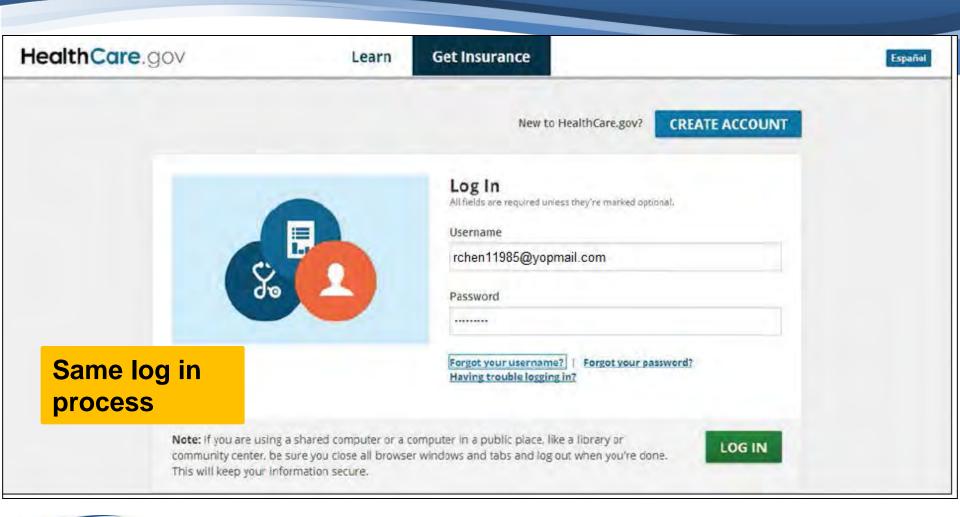


Consumer Account Creation



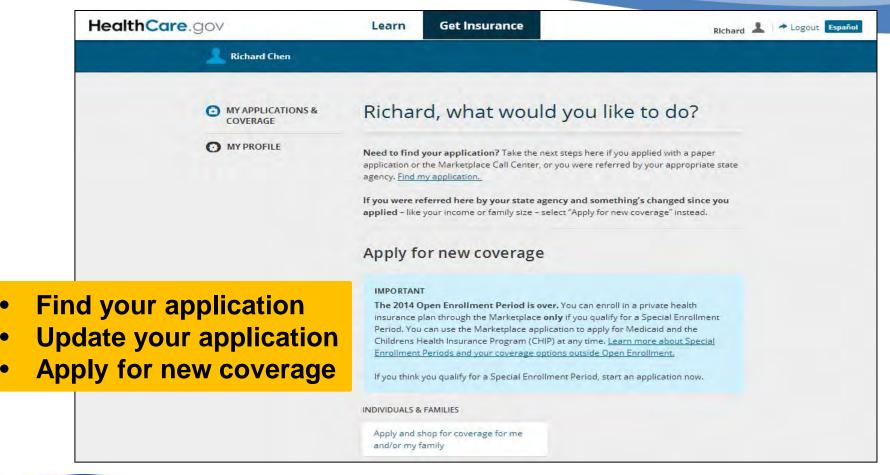


Consumer Log-in





My Applications & Coverage



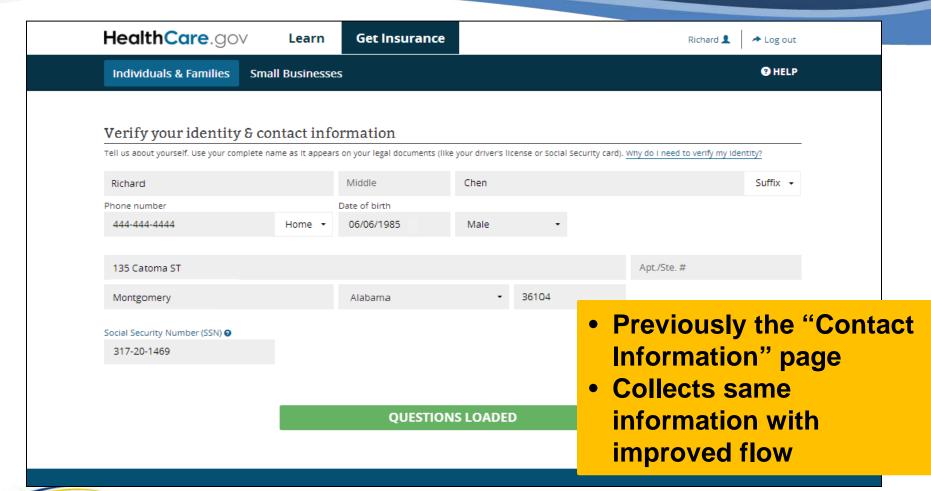


Start Application



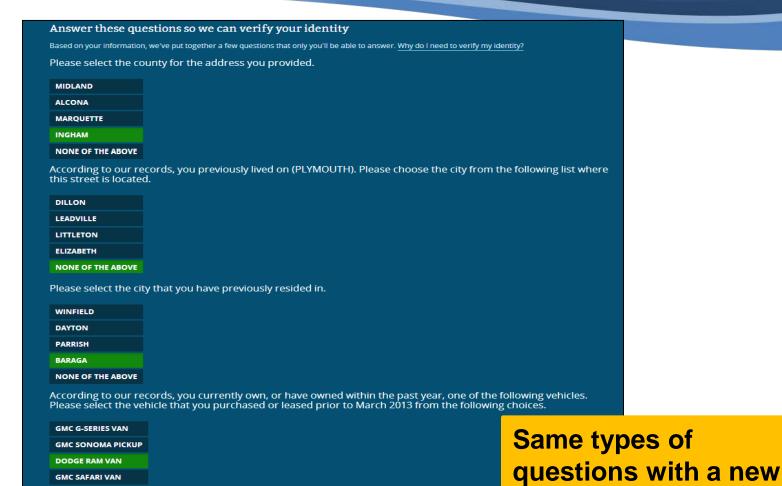


Consumer Information Entered





Consumer Verifies Identity



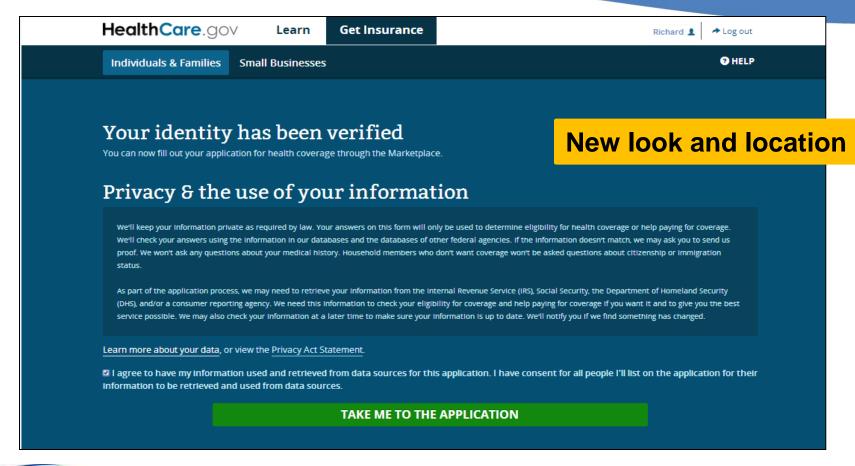


NONE OF THE ABOVE

VERIFY MY IDENTITY

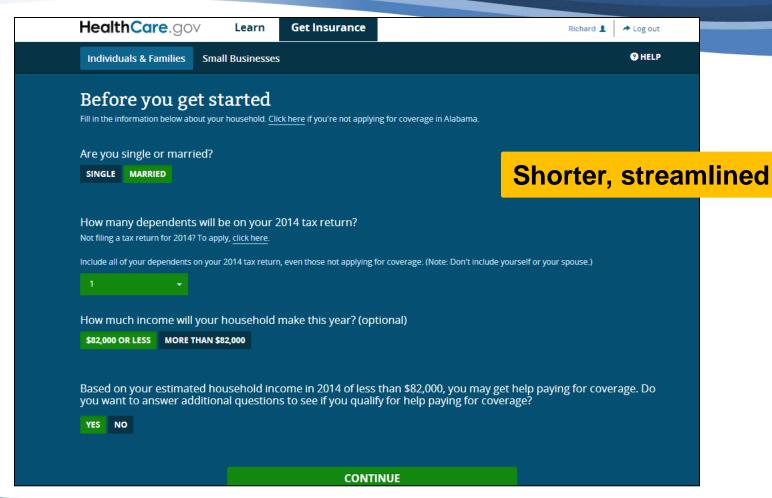
look and better flow

Privacy & Use of Consumer Information





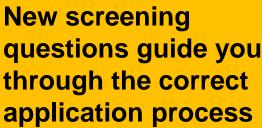
Before Getting Started





Answer Some Questions

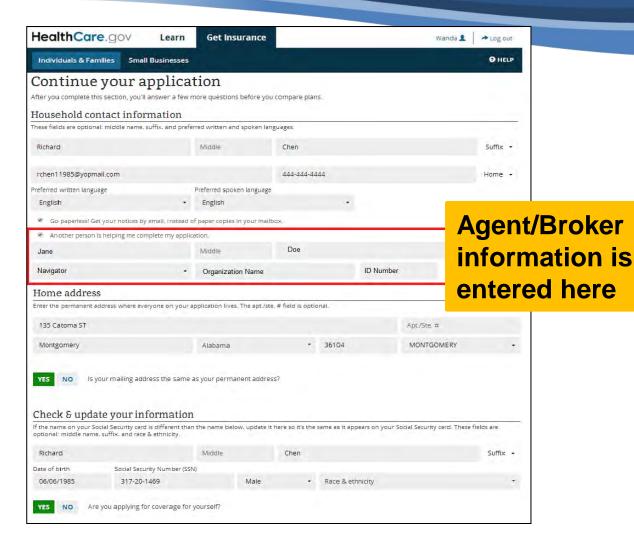
Answer some questions Read the questions below, and select "Yes" or "No." Does everyone applying for coverage have the same permanent home address AND currently live in Alabama? Is everyone applying for coverage a U.S. citizen? Does everyone applying for coverage have a Social Security Number (SSN) you can provide? is everyone who's applying for coverage claimed as tax dependents on your federal tax return for 2014, other than yourself and (Select "No" if someone will also be claiming you or your spouse as a dependent on their return.) is everyone who's claimed as a dependent on your tax return your child who's currently 25 or younger and unmarried? Are any of these dependents your stepchildren? is anyone applying for coverage currently incarcerated (detained or jailed)? Is anyone applying for coverage an American Indian or Alaska Native? Is anyone applying for coverage under a name different than the one on their Social Security card? Is anyone applying for coverage eligible for health coverage through their job, someone else's job, or COBRA? (Select "Yes" if they are now or will be in 2014.) is anyone applying on your tax return pregnant, or have they had a child in the last 60 days? Is anyone applying for coverage a full-time student aged 18-22? Was anyone who's applying for coverage in foster care at 18 and currently 25 or younger? Are you and your spouse responsible for a child 18 or younger who lives with you, but isn't on your tax retu





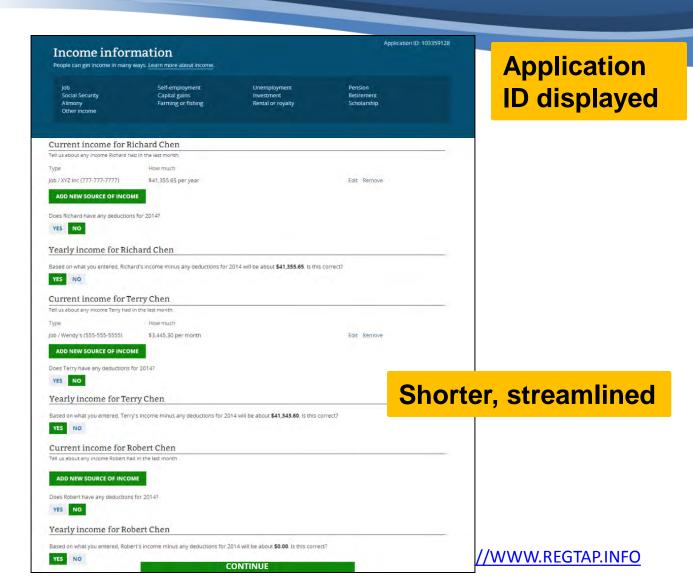
Do any of your dependents live with a parent who's not on your tax return?

Consumer Contact Information



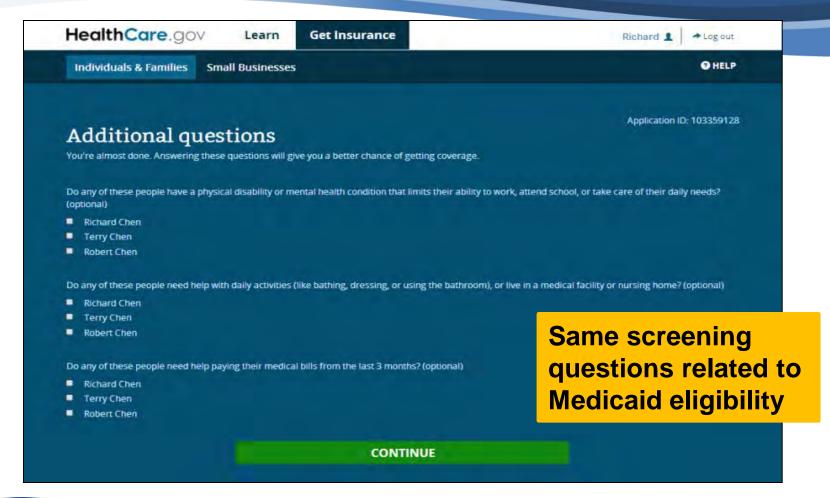


Income Information





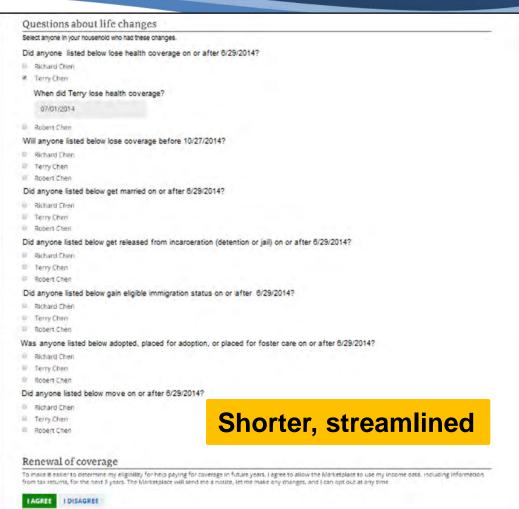
Additional Questions





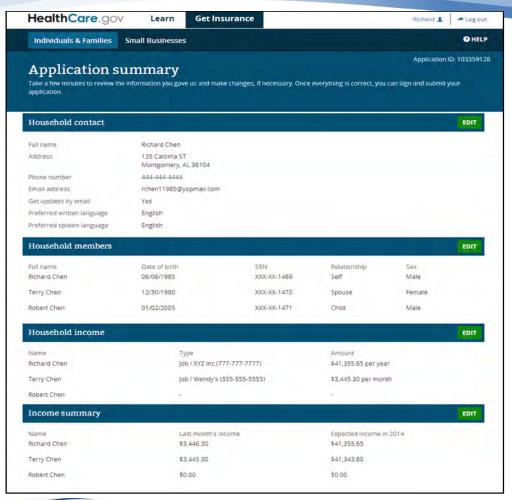
Additional Coverage and Change in Circumstance Questions

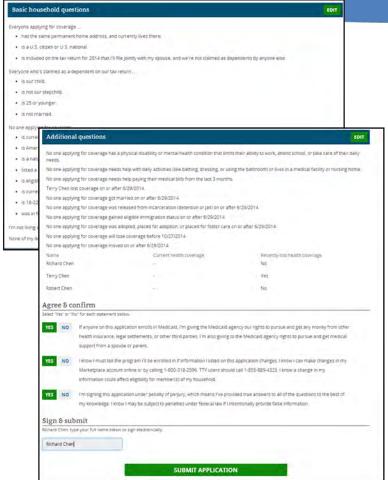
Richard Chen's coverage information Is Richard Chen currently enrolled in health coverage? Terry Chen's coverage information Is Terry Chen currently enrolled in health coverage? Robert Chen's coverage information Is Robert Chen currently enrolled in health coverage? YES NO Additional coverage questions Does a child on this application have a parent living outside the home? YES NO Were any of these people found not eligible for either Medicaid or the Children's Health I Richard Chen Terry Chen Robert Chen





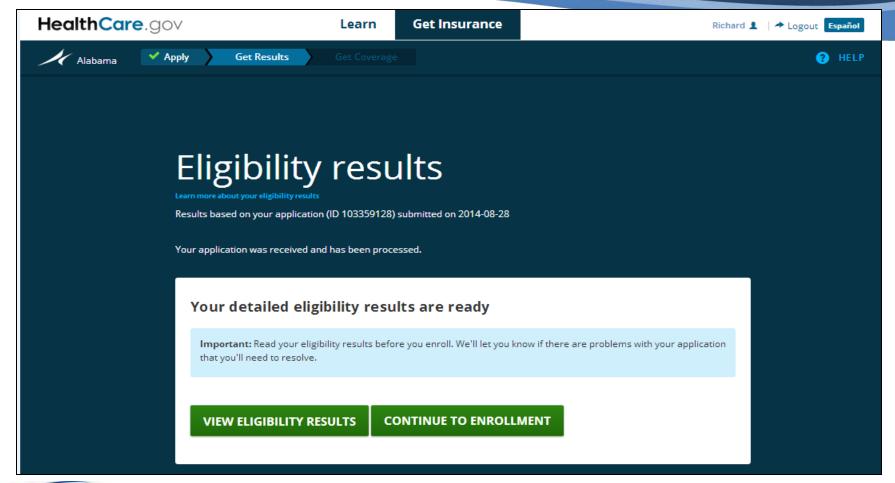
Application Summary







Eligibility Results





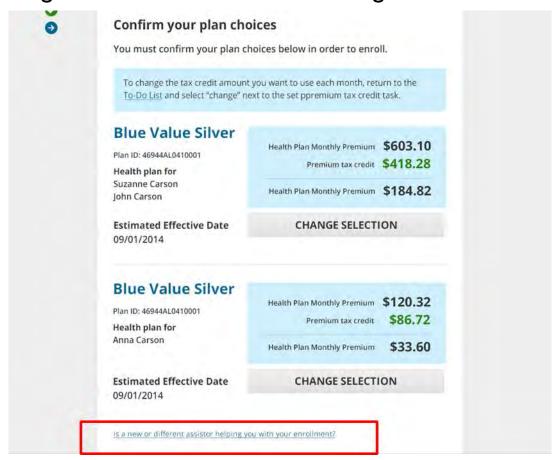
Key Points to Remember

- Updated, shorter Marketplace application will be used with consumers who have simple household situations
- Consumers will be automatically routed through the correct application process for the consumers situation
- Although updates will be fully implemented by open enrollment, Agents and Brokers still will not see the updated application for every consumer
- Agents and Brokers help because the streamlined application is designed for consumers who have simple household situations



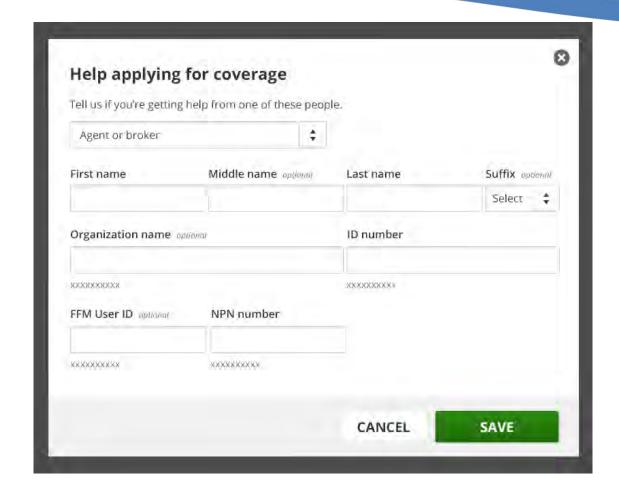
NEW Agent/Broker Functionality for 2015 Open Enrollment

Changing the Agent/Broker of Record During Plan Selection





Select "Agent or broker" From Drop-Down List Input Requested Information





FF-SHOP Marketplace Updates for 2015 Plans





What is the Federally-facilitated SHOP Marketplace?

• The Small Business Health Options Program = SHOP

- Part of the Health Insurance Marketplace created by the Affordable Care Act (ACA)
- Offers small employers a choice of qualified health and dental plans (QHPs and QDPs) and tools for making informed choices
- Gives otherwise eligible qualified small employers access to the Small Business Health Care Tax Credit—worth up to 50% of employer's premium contributions
- Works with new insurance reforms to spur competition based on price and quality



What is the Federally-facilitated SHOP Marketplace? (continued)

• Starting November 15, 2014:

- Offers online purchase and enrollment in health and dental coverage through HealthCare.gov
- Offers small employers in 14 states the option to give employees a choice of plans

Note: Employers with fewer than 50 full-time-equivalent employees, aren't required to offer health insurance, and there's no penalty if they choose not to



Who Can Purchase FF-SHOP Coverage and When?

Small employers:

- With 1-50 full-time equivalent employees
- With at least one employee who is not a co-owner or spouse
- Including tax-exempt and religious employers
- Who offer coverage to all full-time employees
- In the FF-SHOP, employees working on average 30 or more hours per week

Access the SHOP FTE Calculator at:

HealthCare.gov/fte-calculator/



Who Can Purchase FF-SHOP Coverage and When? (continued)

Enroll in SHOP coverage:

- Initial group enrollment can occur anytime during the year;
 no limited Open Enrollment period
 - Before 15th of month for coverage starting next month
 - After 15th of month for coverage starting the 2nd of the following month



Requirements for Employee Participation in the FF-SHOP

- The FF-SHOP sets a Minimum Participation Rate (MPR) for participation in the SHOP
 - Means that a certain percentage of employees must accept the employer's offer of coverage through the FF-SHOP before the employer will be allowed to enroll
 - Set at 70% in most States using FF-SHOP
- The employee participation rate is:
 - The number of employees enrolling in coverage offered through the SHOP, divided by the number of employees offered coverage



Requirements for Employee Participation in the FF-SHOP (continued)

When counting "employees offered coverage," do not include:

- Employees' dependents,
- Employees with coverage through another job or another person's job,
- Employees with Medicare, Medicaid, TRICARE, or another governmental program

Exception to the MPR:

 From November 15th – December 15th each year, employers can enroll in FF-SHOP coverage without having to meet this minimum participation requirement



FF-SHOP Launches Online November 15, 2014 for 2015 Coverage





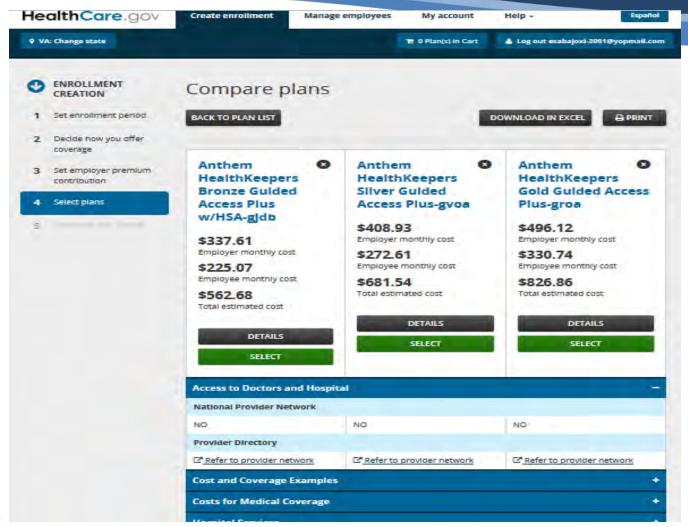
New features of the FF-SHOP for 2015

Starting November 15, 2014:

- Small employers can access the SHOP on HealthCare.gov to:
 - Browse, select and offer employees health and dental coverage that begins in 2015
 - Have employees enroll in SHOP coverage online
 - Find and authorize a SHOP-registered broker to help with online enrollment
- No paper applications will be distributed or accepted
- SHOP-registered Agents and Brokers can access new online features and manage accounts when authorized by clients
- Employers in 14 states can offer employees a choice of plans at one coverage level
- SHOP Call Center will assist employees, as well as employers, Agents and Brokers



Compare Plans on FF-SHOP





FF-SHOP Renewals: Renew 2014 SHOP Coverage for plan year 2015

- Employers who offered a SHOP health plan to employees in 2014 need to renew their SHOP coverage online
 - Renewals can not be done for SHOP coverage by working directly with an insurance company
 - SHOP-registered Agent or Brokers, will have to handle renewals and changes to SHOP coverage online too



FF-SHOP Renewals: Renew 2014 SHOP Coverage for plan year 2015 (continued)

- Start renewing online beginning November 15, 2014! Things to consider before renewal:
 - Timing of the renewal offer
 - Employers planning a renewal offering, should keep the following in mind:
 - Must give employees at least one week to decide whether to accept the coverage offer
 - Must submit enrollments by the 15th day of the month for coverage to start the first day of the next month



FF-SHOP Renewals: Renew 2014 SHOP Coverage for plan year 2015 (continued)

Updating your information for 2015

- When renewing SHOP participation online, employers will be asked the same questions asked on the 2014 application
- Answer the questions based on information that applies for 2015

More than 50 employees as of 2015?

 If an employer had 50 or fewer FTEs in 2014 but now has more than 50 FTEs, they should attest to the statement that says their business has 50 or fewer FTEs based on last year's attestation



FF-SHOP Renewals: Renew 2014 SHOP Coverage for plan year 2015 (continued)

- SHOP is required to let employers continue to participate in SHOP for 2015 if all of the following apply:
 - The employer received a determination of eligibility from SHOP in 2014
 - The employer had 50 or fewer Full Time Equivalent (FTE) employees when the employer began participating in SHOP in 2014
 - The employer added employees after the employer began participating and now have more than 50 FTEs
 - The employer meets all other requirements for participating in SHOP
- If all of these apply to the employer, attesting to the statement about employer size being 50 or fewer employees based on last year's attestation will let the employer to continue participating in SHOP in 2015



How the FF-SHOP Works: Moving Toward Employee Choice

- A key goal of the SHOP:
 - Options for small employers and their employees
- In 2014:
 - The FF-SHOP Marketplace offers employer choice, but no employee choice option
 - Employers choose among plan categories, insurers and plans, and offer a single plan to employees
- States running own SHOP can offer employee choice option many do
- In 2015:
 - Employers in 14 States using the FF-SHOP Marketplace can offer employees a choice of plans
- In 2016:
 - The SHOP Marketplace in all States is expected to offer small employers an Employee Choice option



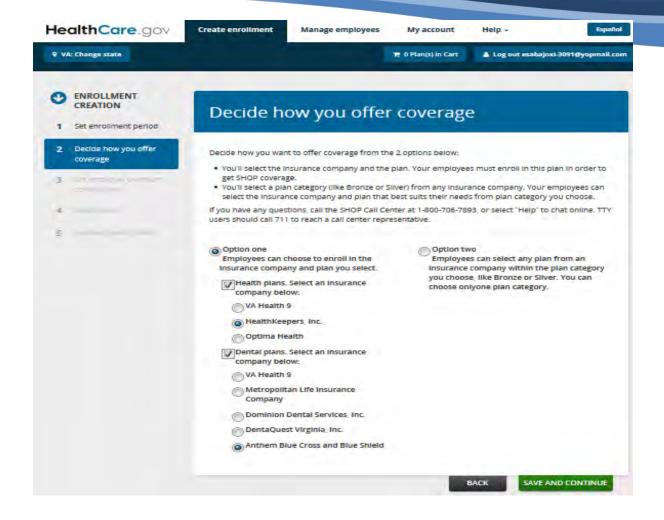
Employee Choice: Flexibility and Control

Advantages of offering employees a choice of plans:

- Less research for employers
- Better fit for employees
- More competitive benefits
- More competition between insurers
- Employer gets and pays just one monthly bill
- Employer sets choice limits



Decide How to Offer SHOP Coverage: Employee Choice vs. Single Plan





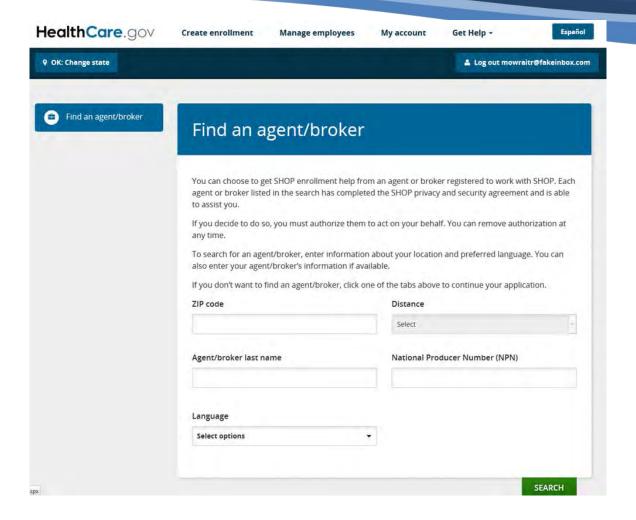
FF-SHOP States Offering Employee Choice in 2015

FF-SHOP States as of 2015			
Alabama	Indiana	Nebraska	South Carolina
Alaska	lowa	New Hampshire	South Dakota
Arizona	Kansas	New Jersey	Tennessee
Arkansas	Louisiana	North Carolina	Texas
Delaware	Maine	North Dakota	Virginia
Florida	Michigan	Ohio	West Virginia
Georgia	Missouri	Oklahoma	Wisconsin
Illinois	Montana	Pennsylvania	Wyoming



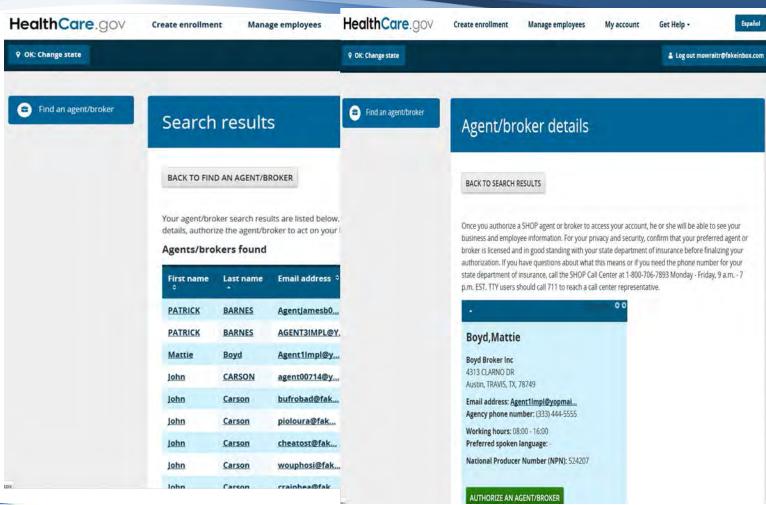
FF-SHOP States offering Employee Choice option in 2015

New for 2015 SHOP Coverage: Agent Broker Search



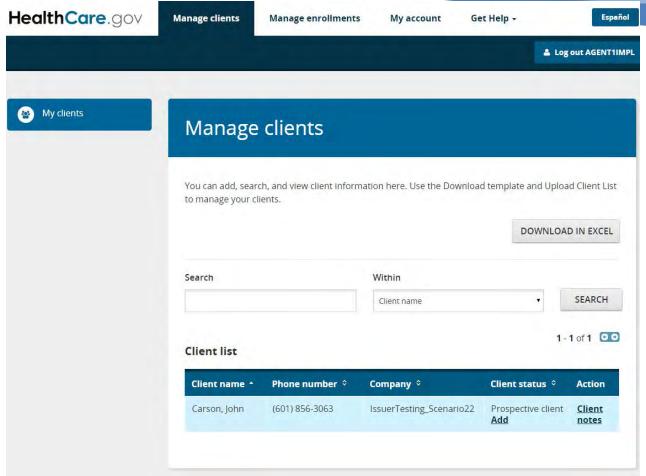


FF-SHOP Employer Authorization



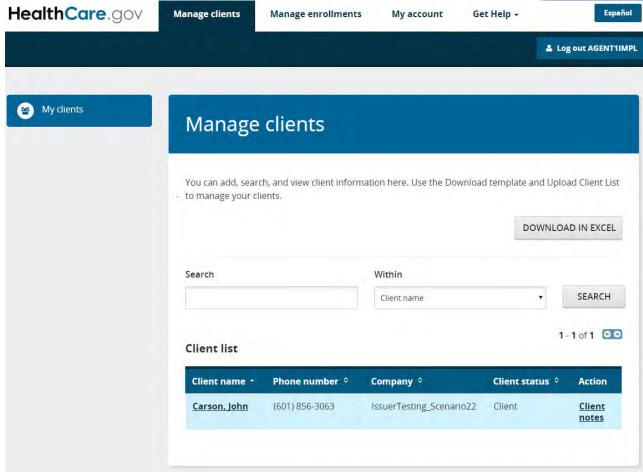


FF-SHOP Agent Broker Portal





FF-SHOP Agent Broker Portal





Questions?



For questions/comments about Agent/Broker participation in the FFM: FFMProducer-AssisterHelpDesk@cms.hhs.gov

For questions/comments about the FFM application & enrollment: 1-800-318-2596 (TTY: 1-855-889-4325) available 7 days a week, 24 hours a day

For questions/comments about the FF-SHOP: 1-800-706-7893 (TTY: 711) available M-F 9:00 a.m. -7:00 p.m. ET



Additional Resources

Resource	Link	
ACA rules, guidance, Agent and Broker Resource Page	http://www.cms.gov/CCIIO/programs-and- initiatives/health-insurance marketplaces/a-b- resources.html	
Online SHOP Information and tools	HealthCare.gov/small-businesses	
SHOP FTE Calculator	HealthCare.gov/small-businesses/provide-shop-coverage/fte-calculator/	
Employer paper SHOP Application accepted until November 14, 2014 for coverage beginning in 2014	HealthCare.gov/downloads/shop-employer- application.pdf	
Information on the Small Business Healthcare Tax Credit	irs.gov/uac/Small-Business-Health-Care-Tax-Credit- for-Small-Employers	
Premium Estimation Tool (PET) 2.0	https://www.healthcare.gov/see-plans	
SHOP Tax Credit Estimator	HealthCare.gov/small-businesses/provide-shop- coverage/small-business-tax-credits	



Closing Remarks

